

Teacher and Principal Evaluation (TPE)

Communication #4

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TPE Action Team

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The Federal Government has a deep interest in the work occurring around Teacher and Principal Evaluation (TPE) in Maryland and rarely does a week go by that the U.S. Department of Education (USDE) isn't in direct consultation with the Maryland State Department of Education (MSDE) about the design of our models and the progress of our project. USDE continues to encourage us to explore the potential for using existing measures of student performance, including the Maryland High School Assessments (HSA), and to consider ways to incorporate them as multiple measures in teacher and principal evaluations. As individual Race To The Top projects move to completion or are redirected, funds will be migrated to TPE to support the management of the Evaluation Field Tests and to create the quality controls for Student Learning Objectives (SLOs). These efforts will further facilitate the development of guidelines and rubrics for SLOs, the monitoring and implementation of local school system evaluation plans, and the random sampling (quality control) of rubrics. The TPE Action Team is finalizing plans to visit the three systems that are piloting the State Teacher and Principal Evaluation Models. The visits will include directions for using the teacher and principal models, identification of professional development supports for professional practice and localized needs, and a review of the timeline and expectations for conducting the Field Test of the State Model. Work is continuing on the Appendices that will support the State Teacher and Principal Instruments. The Instruments and Appendices are essential to identifying professional development strands for principals and executive officers. A number of school systems have inquired about the possibility of allowing the School Progress Index (SPI) to be included within the twenty percent (20%) Maryland School Assessment (MSA) requirement in local teacher and/or principal models. USDE has verbally indicated interest in approving MSDE's request to permit the SPI to count as 10 percent and the Reading and Math to account proportionately for the remaining 10 percent in meeting the 20 percent MSA in local models. MSDE will continue to separately value MSA at 20 percent and SPI at 10 percent in the State Models. Planning is underway for the December 3 meeting of the Maryland Educator Effectiveness Council. The meeting will be held in the House Appropriations Committee Room in Annapolis from 9:00 AM until noon.

The next Field Test meeting with local school systems will occur on November 28, 2012, from 1:30-3:30 in Conference Room 6 & 7 at MSDE. The agenda will include the following:

Meeting Agenda

- Follow-up on the October Meeting
- TPE
 - School-based Capacity Demonstration
 - Revised Project Timeline
- Field Test
 - Expectations
 - Compressed Timeline & Reduced Expectations
 - First Draft of the 12/26 Approval Process
 - MSDE Support
- Table Talk
 - Lag Data: Rolling data versus point in time data
 - Strategies for addressing missing teacher and/or principal data
 - Reactions to the TPE timeline and priority identification
 - What will be collected at end of the Field Test...at the March benchmark
- Decision regarding the December 20 monthly meeting

Inquiries of a general nature or about TPE in its entirety may be directed to Dave Volrath.

<p><u>Field Test</u></p> <p>Ben Feldman bfeldman@msde.state.md.us</p>	<p>Superintendents have received a written review of their Field Tests, which included recommendations for moving their model towards MSDE approval. It is hoped that this information, combined with the draft approval process that will be shared at the November 28 Field Test meeting, will facilitate and simplify the process for the December 26, 2012, submissions by identifying critical decision points and allowing rapid feedback. Presentations by the TPE Team at the Maryland Assessment Group conference discussed and clarified the State TPE Model, explored technical aspects Student Growth, and shared the TPE plan to support local school systems in their work. A one-year update at the Assistant Superintendents' meeting provided a detailed briefing on technical aspects of the School Progress Index and its contribution to the State TPE Model. In response to an inquiry from Calvert County Public Schools, we worked with a team from the Maryland Assessment Research Center for Education Success and staff within the Division of Assessment, Accountability, and Data Systems, to conduct a statistical analysis of school and teacher rankings using two different value matrices. This report will allow Calvert County to apply local expert opinion to critique the results of both methods, which will be shared at a future meeting. Technical assistance is being provided to assist Kent Count as they grapple with the difficult question of setting a standard for differentiating Highly Effective teachers and Ineffective teachers from Effective teachers. An RFR has been completed and is being posted to identify an external third party to evaluate the State Field Test initiative. We hope to have this external evaluator in place by January 1, 2012.</p> <p>Inquiries related to the Field Test that are of a design or technical nature (i.e. School Performance Index or MSAs), may be directed to Ben Feldman.</p>
<p><u>SLOs</u></p> <p>Linda Burgee lburgee@msde.state.md.us</p>	<p>Please be reminded that the SLO Regional Training dates for school systems are as follows: December 5 – Central Region, December 6 – Eastern Region, December 12 – Western Region. For more information on these sessions, LEAs may contact Madeline Koum at mkoum@msde.state.md.us or 410-767-0385. We are also in the process of developing an informational SLO presentation for Superintendents.</p> <p>Inquiries regarding Student Learning Objectives or interest in scheduling training for specific audiences should be directed to Linda Burgee.</p>
<p><u>Professional Development</u></p> <p>Ilene Swirnow iswirnow@msde.state.md.us</p>	<p>Members of the TPE Action Team met with the Executive Board of the Maryland Association of Secondary School Principals (MASSP) on Saturday, November 10 and with the Executive Board of the Maryland Association of Elementary School Principals (MAESP) on Saturday, November 17, 2012. These sessions were designed to give an update on the status of the TPE project as well as answer questions and seek input from our principal stakeholder groups. Both organizations have expressed an eagerness to join us in organizing professional development opportunities for principals, assistant principals, and aspiring leaders as part of their statewide work. As we craft a macro professional development implementation plan, we will look to MASSP and MAESP to help us expand our reach throughout Maryland.</p> <p>Inquiries regarding the evaluative professional development skills of executive officers, principals, assistant principals and instructional supervisors may be directed to Ilene Swirnow.</p>
<p><u>Communications</u></p> <p>Laura Motel lmotel@msde.state.md.us</p>	<p>The TPE Action Team continues to update and add materials to the TPE website, including posting additional Frequently Asked Questions to the TPE FAQ page. Again, the TPE website and FAQs can be accessed at http://marylandpublicschools.org/MSDE/programs/tpe/ or by going to MSDE's homepage, www.MarylandPublicSchools.org, and clicking on Teacher and Principal Evaluation under the Programs tab at the top of the page. Members of the Action Team also engaged with the public at a variety of recent meetings and forums. Presentations on</p>

TPE were made to the Legislative Black Caucus of Maryland, MASSP, and MAESP as well as Teachers of the Year and Milken Award winners. The Action Team is also working to expand its external communication efforts to reach more parents and parent organizations.

Inquiries regarding communications may be directed to Laura Motel.